EEO PUBLIC FILE REPORT FOR

STATION WLNS-TV LANSING, MI

This EEO Public File Report Covers the period of June 1, 2007 to May 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS-TV's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2007 to May 31, 2008, the station filled the following full-time vacancies:

Producer

Videographer (2)

Account Executive

Reporter

Videographer

Account Manager (2)

Producer

Account Manager

Studio Production Specialist

Regional Account Manager

Maintenance Engineer

Producer

Assistant News Director

Videographer

Producer

Sales Assistant

The station interviewed a total of 32 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
WLNS (Internal Posting)	8
WLNS (Website Posting)	13
National Press Photographers Association	0
Women in Communications	0
National Association of Broadcasters	0
Cristo Rey Employment & Training	0
Specs Howard School	0
Ingham County Women's Commission	0
Lansing Community College	2
Michigan Works Service Center	0
NAACP – Jackson	0

NAACP – Lansing	0
Medialine	0
Young Broadcasting Sister Stations	0
TVJobs.com	0
Michigan Association of Broadcasters	0
Mediarecruiter.com	3
Other (WJRT Referral)	1
Other (Current Employee Referral)	3
Other (Former Employee Referral)	1
Other (Word of Mouth)	1

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- > The recruitment source that referred the hiree for each full-time vacancy;
- > The total number of persons interviewed for each full-time vacancy; and
- > The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#1 Participate in Job Fair	Central Michigan University Job Fair for the School of Broadcast and Cinematic Arts. Mt. Pleasant, MI	On March 29, 2008, WLNS participated in the CMU Job Fair in Mt. Pleasant, Ml. The fair was "geared toward promoting a career in broadcasting among students and young professionals". The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#3 Co-sponsor Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 2, 2007, WLNS participated in the MAB Career Fair in Mt. Pleasant, Ml. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a cosponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#3 Co-sponsor Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Dearborn, MI	On October 9, 2007, WLNS participated in the MAB Career Fair in Dearborn, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a cosponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#5 Internship Program	Fall Term News Interns	From September 2007 - December 2007 the News Department hosted seven (7) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term News Interns	From May 2007 - August 2007 the News Department hosted seven (7) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Winter Term News Interns	From January 2008 - May 2008 the News Department hosted six (6) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Fall Term Production Interns	From August 2007 - December 2007 the Production Department hosted two (2) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Summer Term Production Interns	From May 2007 - August 2007 the Production Department hosted six (6) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Winter Term Production Interns	From January 2008 - May 2008 the Production Department hosted four (4) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#10 Events by Educational Institutions	Job Shadow	On January 14, 2008, the sports department hosted a student from St. Johns Highs School for a job shadow experience. While here he went to a MSU press conference and then observed the inner workings of the sports department. He was here for 8 hrs.

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#10 Events by Educational Institutions	Job Shadow	On March 10, 2008, the production department hosted a student from East Lansing for a series of job shadow experiences. While here he observed all facets of the production department. The student was here for 8 hours a week for 4 weeks.
#10 Events by Educational Institutions #10	Career Night - Teen Works Grand Ledge	On March 28, 2008, WLNS sent 3 representatives to the Career Night for Teen Works in Grand Ledge. The representatives were there for 2.5 hours and handed out information and answered questions about broadcast careers that the teens had. On April 1, 2008, the sales/production department hosted a student from
Events by Educational Institutions	Job Shadow	Mason High School for a job shadow experience. While at the station she observed the inner workings of both departments. The experience lasted about 2.5 hours.
#10 Events by Educational Institutions	Career Day Lansing School District	On April 23, 2008, WLNS sent a representative to the Lansing School District's Career Day. For the 2.5 hours there, the representative hanswered questions about broadcast careers as well as handed out pamphlets, pencils, and folders to the students.
#10 Events by Educational Institutions	Guest Speaker - Lansing Community College	On October 3, 2007, Lisa Byington spoke to students in a production and editing class at Lansing Community College. She spoke to a group of about 30 students about the ins and outs of the broadcast field along with the topic of the class, production and editing.
#10 Events by Educational Institutions	Guest Speaker - St. Gerard School	On October 17, 2007, News anchor Sheri Jones spoke to a group of about 35 students and parents at the St. Gerard school. She spoke about the broadcasting field and she fielded many questions that go along with being a role model for the young girls.
#10 Events by Educational Institutions	Job Shadow	On November 18, 2007, WLNS hosted a student from Potterville High School for Job Shadowing. The student observed the operations of a videographer including shooting and editing. She was here for 3 hours.
#10 Events by Educational Institutions	Guest Speaker - Home School Group	On November 20, 2007, weatherman Rob Dale spoke to a group of about 30 students that participate in home-schooling in the Lansing area. Rob spoke at a local firehouse co-op about the storm van and its capabilities along with answering questions about the weather field.
#10 Events by Educational Institutions	Station Tour Union City High School	On December 6, 2007, WLNS hosted a group of about 30 broadcasting/journalism students from Union City High School for a tour and a sit-in on our noon newscast. Once the newscast was complete, the anchors stayed around to answer questions for the group.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

- 1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
- 2. Hosting of at least one job fair;
- 3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
- 4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
- 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
- 6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
- 7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
- 8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
- 9. Establishment of a mentoring program for station personnel;

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity		
Classification	Type of Activity	Brief Description
10 D (11)		

- 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
- 11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
- 12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
- 13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
- 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
- 15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- 16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
		Referred the Hiree:	Referral - WJRT
Date Vacancy Opened: 03/30/07	03/30/07		
		Total Number of Persons	
Date Vacancy Filled:	06/13/07	Interviewed for the	
		Vacancy:	2

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
		Referred the Hiree:	Referral - WJRT
Date Vacancy Opened: 03/30/07	03/30/07		
		Total Number of Persons	
Date Vacancy Filled:	06/13/07	Interviewed for the	
		Vacancy:	2

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	Z
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Di Daucasiei s	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	N _o
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	N _o
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	N _o
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	N _o
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	N _o
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Producer	Recruitment Source That	
	200051	Referred the Hiree:	Referral - WJRT
Date Vacancy Opened: 03/30/07	03/30/07		
		Total Number of Persons	
Date Vacancy Filled:	06/13/07	Interviewed for the	
		Vacancy:	2

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source
recidifile it Source	Address Address	Contact Person	reiepnone Number	Vacancy	Notification?
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	N _o
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	N _o
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (WJRT Referral)				_	N _o

Job Title of Vacancy: Videographer (2)	Videographer (2)	Recruitment Source That	
		Referred the Hiree:	Current Employee Referral/Internal Promotion
Date Vacancy Opened: 03/16/07	03/16/07		
		Total Number of Persons	
Date Vacancy Filled:	06/18/07	Interviewed for the	
		Vacancy:	ယ

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		N _o
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	N _o
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	N _o
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No O
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Videographer (2)	Videographer (2)	Recruitment Source That	
Date Vacancy Opened: 03/16/07	03/16/07	Referred the Hiree:	Current Employee Referral/Internal Promotion
Date Vacancy Filled:	06/18/07	Total Number of Persons Interviewed for the	
		Vacancy:	ω

	Recruit	Recruitment Sources Used to Fill Vacancy:	III Vacancy:		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	Z o
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	<u>Z</u>
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	N _O
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ob Title of Vacancy: Videographer (2)	Videographer (2)	Recruitment Source That	
		Referred the Hiree:	Current Employee Referral/Internal Promotion
ate Vacancy Opened: 03/16/07	03/16/07		
		Total Number of Persons	
ate Vacancy Filled:	06/18/07	Interviewed for the	
		Vacancy:	ω

				Total Number of Interviewees	Did the
Name of Recruitment Source	Address	Contact Person	Telephone Number	Source for the	Request
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No
	441 Murfreesboro Road		(615) 369-7222 Post		
WXXZ-I <	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
	301 Arboretum Place		(804) 330-8888		
VVX.CV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	No
	341 Northern Blvd		(518) 436-4822		
WIEN-IV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	Z
Other (Current Employee					
Referral					N _o

Job Title of Vacancy: Account Executive	Account Executive	Recruitment Source That	
•		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 05/21/07	05/21/07		
		Total Number of Persons	
Date Vacancy Filled:	06/18/07	Interviewed for the	
		Vacancy:	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No
	2820 E. Saginaw				:
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
	P.O. Box 1288	Maria	(248)737-5325	o	2
Violent III Committee of	TOO	ממ סמ דמוווכו	Phone: (202) 429-5300	(
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's	P.O. Box 319			1	
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	C	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

	Doornitment Common Hood to Fill Vocanium		
_	Vacancy:		
	Interviewed for the	06/18/07	Date Vacancy Filled:
	Total Number of Persons		
*Internal Promotion		05/21/07	Date Vacancy Opened: 05/21/07
WLNS Internal Posting*	Referred the Hiree:		
	Recruitment Source That	Account Executive	Job Title of Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	Z O
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N o
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	N _o
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	N _o
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

lob Title of Vacancy:	Account Executive	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 05/21/07	05/21/07		*Internal Promotion
		Total Number of Persons	
ate Vacancy Filled:	06/18/07	Interviewed for the	
		Vacancy:	

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
. Social management	Addless	Collact Felson	l elephone Number	vacancy	Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	N _o
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

WLNS Internal Posting* *Internal Promotion	Recruitment Source That Referred the Hiree: Total Number of Persons Interviewed for the
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No	0	(517) 841-5627	Vanessa Bowser	209 E. Washington, Suite 100 Jackson, MI 49201	Michigan Works Service Center
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(248) 358-9000	Andrea Stamps	19900 W. Nine Mile Road Southfield, MI 48075	Specs Howard School
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	www.nab.org	National Association of Broadcasters
No	0	(248)737-5325 email: marcai@jacokes.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No	0	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	_	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Job Title of Vacancy: Reporter	Reporter	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 07/09/07	07/09/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	07/09/07	Interviewed for the	
		Vacancy:	1

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source
NAACP - Jackson County	P.O. Box 4074	Collact reison	relepnone Number	Vacancy	Notification?
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N o
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N _o
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	N 0
:			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
INJUBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	Z
KRONLTV	1001 Van Ness Avenue		(415) 441-4444		
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
\\\\ATE_T\\	1306 Broadway NE) -	(865) 637-6666		
VV. □- V	Knoxville, IN 3/901	l eresa Sylvia	Post via Fax (865) 525-4091	0	No

ob Title of Vacancy: Reporter	Reporter	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 07/09/07	07/09/07		*Internal Promotion
		Total Number of Persons	
ate Vacancy Filled:	07/09/07	Interviewed for the	
		Vacancy:	1
	J		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	N _o
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	Z o
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

Job Title of Vacancy: Videographer	Videographer	Recruitment Source That	
Date Vacancy Opened: 07/23/07	07/23/07	Referred the Hiree:	Former Employee Referral
Pair vacairey Openea.	OLIZZIOL	Total Number of Persons	
Date Vacancy Filled:	08/20/07	Interviewed for the	
		Vacancy:	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WI NO TV (Internal Destina)	2820 E. Saginaw) <u>1</u>		,	
vvLNS-I v (internal Posting)	2820 E. Saginaw	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	N _o
	P.O. Box 1288		(248)737-5325		
National Association of	Royal Cak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	No
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	N o
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Videographer	Videographer	Recruitment Source That	
		Referred the Hiree:	Former Employee Referral
Date Vacancy Opened: 07/23/07	07/23/07		
		Total Number of Persons	
Date Vacancy Filled:	08/20/07	Interviewed for the	
		Vacancy:	

Name of	Address	Contact Description	Tolophone Number	Total Number of Interviewees Referred by the Source for the	Did the Source Request
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chanter	1801 W. Main Street	Geneva Smith	(517) 181-0171	D.	2
Michigan Association of	810 N Washington Avo		(517) 484 7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	Z o
	-		(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	N 6
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	Post via Fay (415) 561-8149	O	2
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	Z o
MATE TV	1306 Broadway NE	7	(865) 637-6666	>	-
(V)	NIOXVIIIE, IN 3/901	i ei esa sylvia	POST VIA FAX (865) 323-4091		No

lob Title of Vacancy:	Videographer	Recruitment Source That	
Pate Vacancy Opened:	20/8/20	Referred the Hiree:	Former Employee Referral
Date Vacancy Opened: 07/23/07	07/23/07		
		Total Number of Persons	
Date Vacancy Filled:	08/20/07	Interviewed for the	
		Vacancy:	

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	115 S. Jefferson Street		(920) 432-3331		
** [] * (Ciccii Day, vvi O-100 -	reggy vylicox	FUSI VIA FAX (920) 432-7606	C	No
	441 Murfreesboro Road		(615) 369-7222 Post		
WKRN-TV	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
	301 Arboretum Place		(804) 330-8888		
WRIC-TV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	No
	341 Northern Blvd		(518) 436-4822		
WTEN-TV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	No
) transfer (7)					
Other (Former employee referral)					No

Job Title of Vacancy:	Job Title of Vacancy: "Experienced" Account Manager (2)	Recruitment Source That	
Date Vacancy Opened: 07/27/07	07/27/07	Referred the Hiree:	WLNS Website
		Total Number of Persons	
Date Vacancy Filled:	08/28/07, 09/24/07	Interviewed for the	
		Vacancy:	5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	N _o
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	N _o
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	N _o
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy:	Job Title of Vacancy: "Experienced" Account Manager (2)	Recruitment Source That	
Date Vacancy Opened: 07/27/07	07/27/07	Referred the Hiree:	WLNS Website
Date Vacancy Filled:	08/28/07, 09/24/07	Total Number of Persons Interviewed for the	
		Vacancy:	5

Name of				Total Number of Interviewees Referred by the	Did the Source
NAACP - Jackson County	Address P.O. Box 4074	Contact Person	Telephone Number	Vacancy	Notification?
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N 0
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N 0
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	N _o
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
IVJUBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KI EV-TV	1808 Eraste Landry Road		(337) 981-4823		
	1001 Van Ness Avenue	Campodax	(415) 444 4444	c	NO
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	N _o
N/ATE_TV	1306 Broadway NE) -	(865) 637-6666		
(V)	NIOXVIIIE, IN 37901	l eresa Sylvia	Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Job Title of Vacancy: "Experienced" Account Manager (2)	Recruitment Source That	
Date Vacancy Opened: 07/27/07	07/27/07	Referred the Hiree:	WLNS Website
Date Vacancy Filled:	08/28/07, 09/24/07	Total Number of Persons Interviewed for the	
		Vacancy:	O

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
	115 S. Jefferson Street		(920) 432-3331		i i con i co
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	N _o
NAKONI TV	441 Murfreesboro Road	1	(615) 369-7222		
	301 Arboretum Place)	(804) 330-8888	c	200
WRIC-TV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	No
	341 Northern Blvd		(518) 436-4822		
WIEN-TV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	No
			(303) 400-5150		
Media Recruiter	www.mediarecruiter.com	Jim Birschbach	Fax (303) 400-5063	3	No

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
		Referred the Hiree:	WLNS website
Date Vacancy Opened: 08/09/07	08/09/07		
		Total Number of Persons	
Date Vacancy Filled:	09/04/07	Interviewed for the	
		Vacancy:	

Name of	Address	Contact Derson	Telephone Number	Interviewees Interviewees Referred by the Source for the	Did the Source Request
	2820 E. Saginaw		-		
AACING-1 A (IIIfeiildi LOStiild)	2820 E Sacinaw	Dawn R. I nompson	(517) 372-8282	c	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	>	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
	P.O. Box 1288		(248)737-5325		
National Association of	Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com Phone: (202) 429-5300	0	No
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	N _o
Cristo Rey Employment &	1717 N. High Street		(547) 070 4700		
	19900 W. Nine Mile Road			-	
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's	P.O. Box 319) -)			
	P.O. Box 40010	Career and Employment	(011) 010 1200	c	3
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
Date Vacancy Opened: 08/09/07	08/09/07	Referred the Hiree:	WLNS website
Data Vannau Fillad	0055	Total Number of Persons	
Date Vacancy Filled:	09/04/07	Interviewed for the Vacancy:	٠.
		,	

				Total Number of Interviewees	Did the
Nomo of				Referred by the	Source
Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N _O
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N _o
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	N _o
Medialine	Web address: modialine com		(800) 237-8073)	
	P O Box 4116	Broadcast Employment	(760) 7EA 0477	(3
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	Z o
	501 South Phillips Ave.		(605) 336-1100		
RELO-IV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
FRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
17.	1306 Broadway NE		(865) 637-6666		
WA:E-IV	Rnoxville, IN 3/901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No
					-

ob Title of Vacancy: Producer	Producer	Recruitment Source That	
		Referred the Hiree:	WLNS website
ate Vacancy Opened: 08/09/07	08/09/07		
		Total Number of Persons	
ate Vacancy Filled:	09/04/07	Interviewed for the	
		Vacancy:	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	N _o
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

Job Title of Vacancy: Account Manager	Account Manager	Recruitment Source That	
		Referred the Hiree:	WLNS Website
Date Vacancy Opened: 07/27/07	07/27/07		
		Total Number of Persons	
Date Vacancy Filled:	09/24/07	Interviewed for the	
		Vacancy:	3

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	ယ	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	N _o
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy:	Account Manager	Recruitment Source That	
Date Vacancy Opened: 07/27/07	07/27/07	Referred the Hiree:	WLNS Website
Date Vacancy Filled:	09/24/07	Total Number of Persons Interviewed for the	
		Vacancy:	ယ

	Vectorial	Recruitment sources Osed to FIII vacancy:	II vacancy:		
				Total Number of Interviewees Referred by the	Did the Source
Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	Z o
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N _o
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	N O
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
IVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafavette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	5	20
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE_TV	1306 Broadway NE	7	(865) 637-6666)	
		i ci coa cytyla	1 03t via 1 ax (000) 020-7031		No

ob Title of Vacancy:	Account Manager	Recruitment Source That	
		Referred the Hiree:	WLNS Website
late Vacancy Opened: 07/27/07	07/27/07		
		Total Number of Persons	
ate Vacancy Filled:	09/24/07	Interviewed for the	
		Vacancy:	ယ

No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	Albany, NY 12204	WTEN-TV
N _o	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	441 Murfreesboro Road Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Job Title of Vacancy:	Job Title of Vacancy: Studio Production Specialist	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 10/01/07	10/01/07		*Internal Promotion
Date Vacancy Filled:	10/01/07	Total Number of Persons Interviewed for the	
		Vacancy:	

	Recruitm	Recruitment Sources Used to Fill Vacancy:	ill Vacancy:		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No I
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	N _o
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durnam, NC 2//05	Billy Suratt	email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325	D	
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	N _o
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	N _o
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	N _o
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	N _o
Lansing Community College	P.O. Box 40010	Career and Employment	(547) 400 4470)	
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy:	Job Title of Vacancy: Studio Production Specialist	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 10/01/07	10/01/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	10/01/07	Interviewed for the	
		Vacancy:	

Name of Recruitment Source	Address	Contact Person	Telephone Number	lotal Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	Z o
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	N _o
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	N o
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	N _o
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	Z _o
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	N _o
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	N _o
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	N _o
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Job Title of Vacancy: Studio Production Specialist	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 10/01/07	10/01/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	10/01/07	Interviewed for the	
		Vacancy:	

Name of Recruitment Source	Address	Contact Person	Telephone Number	I otal Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	N o

Job Title of Vacancy:	Job Title of Vacancy: Regional Account Manager	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 08/13/07	08/13/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	11/01/07	Interviewed for the	
		Vacancy:	
	!		

Name of Recruitment Source	Address	Contact Person	Telephone Nimber	Interviewees Interviewees Referred by the Source for the	Did the Source Request
WI NG TV (Internal Docting)	2820 E. Saginaw	J	- supriorio miliadi	* acancy	Mountailon:
3)	2820 E. Saginaw	Eawii IV. Tiloinpaon	(311) 312-0202		NO
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	N _o
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	N _o
	P.O. Box 1288		(248)737-5325		
vvoirien in Communications	Royal Cak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	No
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	N _o
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	N _o
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	<u>N</u>
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	N _o
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	N _o
	209 E. Washington, Suite 100				
Wilchigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy:	Job Title of Vacancy: Regional Account Manager	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 08/13/07	08/13/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	11/01/07	Interviewed for the	
		Vacancy:	

			•		
Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N o
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	N _o
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Job Title of Vacancy: Regional Account Manager	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting*
Date Vacancy Opened: 08/13/07	08/13/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	11/01/07	Interviewed for the	
		Vacancy:	

20	D	Dost via Fay (518) 462-6065	Connie Scott	Albany, NY 12204	WTEN-TV
		(E40) 400 4000		3/1 Northern Blvd	
No	0	Post via Fax (804) 330-8881	Regina Crockett	Richmond, VA 23236-3464	WRIC-TV
		(804) 330-8888		301 Arboretum Place	
No	0	via Fax (615) 244-2117	Kathy McElroy	Nashville, TN 37210	WKRN-TV
		(615) 369-7222 Post		441 Murfreesboro Road	
No	0	Post via Fax (920) 432-7808	Peggy Wilcox	Green Bay, WI 54301	WBAY-TV
		(920) 432-3331		115 S. Jefferson Street	
Notification?	Vacancy	Telephone Number	Contact Person	Address	Recruitment Source
Request	Source for the				Name of
Source	Referred by the				
Did the	Interviewees		nus Me I di		
	Total Number of				

Job Title of Vacancy:	Maintenance Engineer	Recruitment Source That	
		Referred the Hiree:	Current Employee Referral
Date Vacancy Opened: 04/20/07	04/20/07		
		Total Number of Persons	
Date Vacancy Filled:	01/03/08	Interviewed for the	
		Vacancy:	

Michigan Works Service Center	Lansing Community College	Commission	Ingham County Women's	Opens Lowerd Achool	Training	Cristo Rey Employment &	Broadcasters	National Association of	Women in Communications		Association	National Press Photographers	WLNS-TV (Website Posting)		WLNS-TV (Internal Posting)		Recruitment Source	Name of	
Jackson, MI 49201	P.O. Box 40010 Lansing, MI 48901-7210	Mason, MI 48854	P.O. Box 319	19900 W. Nine Mile Road	Lansing, MI 48906	1717 N. High Street	www.nab.org		Royal Oak, MI 48068	P.O. Box 1288	Durham, NC 27705	3200 Croasdaile Dr., Suite 306	Lansing, MI 48912	2820 E. Saginaw	Lansing, MI 48912	2820 E. Saginaw	Address		Recruitr
Vanessa Bowser	Career and Employment Services	Becky Bennett	Allulea stallips	Androa Otamon	John Diehl		Karen Hunter		Marcia Danner		Billy Suratt		Dawn R. Thompson		Dawn R. Thompson		Contact Person		Recruitment Sources Used to Fill Vacancy:
(517) 841-5627	(517) 483-1173	(517) 676-7200	(240) 330-9000	(348) 359 0000	(517) 372-4700		Fax: (202) 429-3923	Phone: (202) 429-5300	email: marcia@jacokes.com	(248)737-5325	email: Billy@apexmedia.org	(888) 297-9806	(517) 372-8282		(517) 372-8282		Telephone Number		ill Vacancy:
0	0	0	C	Þ	0		0		0		0		0		0		Vacancy	Interviewees Referred by the Source for the	
No	No	No	NO	NO	No		No		No		No		No		No		Notification?	Did the Source Request	

Job Title of Vacancy: Maintenance Engineer	Maintenance Engineer	Recruitment Source That	
		Referred the Hiree:	Current Employee Referral
Date Vacancy Opened: 04/20/07	04/20/07		
Date Vacancy Filled: 01/03/08	01/03/08	Total Number of Persons Interviewed for the	
		Vacancy:	

	Recruitr	Recruitment Sources Used to Fill Vacancy:	ill Vacancy:		
				Total Number of Interviewees Referred by the	Did the Source
Recruitment Source	Address	Contact Person	Telephone Number	Source for the	Request
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N 0
,	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
Medialine	web address: medialine com	Joh Bank Dostings	(800) 237-8073	Þ	5
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	N _o
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _o
	805 Brady Street		0007-888 (695)		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
	1306 Broadway NE		(865) 637-6666		
WATE-TV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Maintenance Engineer	Recruitment Source That	
Date Vacancy Opened: 04/20/07	04/20/07	Referred the Hiree:	Current Employee Referral
Date Vacancy Filled:	01/03/08	Total Number of Persons Interviewed for the	
		Vacancy:	

140					
<u>Z</u>					Referral
					Other (Current Employee
N o	0	Post via Fax (518) 462-6065	Connie Scott	Albany, NY 12204	V EN- V
		(518) 436-4822		341 Northern Blvd	
No -	0	Post via Fax (804) 330-8881	Regina Crockett	Richmond, VA 23236-3464	VVX.IC-1 <
		(804) 330-8888		301 Arboretum Place	AGD TO
N _o	0	via Fax (615) 244-2117	Kathy McElroy	Nashville, IN 37210	×7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,
		(615) 369-7222 Post		441 Murireesboro Road	NAME OF THE PARTY
N _o	0	Post via Fax (920) 432-7808	Peggy Wilcox	Green Bay, WI 54301	VVBAY-IV
		(920) 432-3331		Tio S. Jerrerson Street	
Notification?	Vacancy	Telephone Number	Contact Person	Address	.voci aimient Oodi ce
Request	Source for the)	>	Recruitment Source
Source	Referred by the				Name of
Did the	Interviewees				
	Total Number of				•

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
Data Vananau Onanat	202751	Referred the Hiree:	WLNS Website
pare vacancy opened: 10/15/0/	10/15/0/		
Date Vacancy Filled:	01/07/08	Total Number of Persons Interviewed for the	
		Vacancy:	2

				Total Number of	
				Interviewees	Did the
None				Referred by the	Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	2820 E. Saginaw				
WLNS-TV (Internal Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		<u>Z</u>
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	>	Z 0
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	Z o
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	N _o
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	<u>z</u>
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	<u>Z</u>
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	<u>Z</u>
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	Z o
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	5
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	N _o

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
		Referred the Hiree:	WLNS Website
Date Vacancy Opened: 10/15/07	10/15/07		
		Total Number of Persons	
Date Vacancy Filled:	01/07/08	Interviewed for the	
		Vacancy:	2

•					
Namo				Interviewees Referred by the	Did the Source
Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N _o
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N _o
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	N _o
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	<u>Z</u>
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	N _o
	1001 Van Ness Avenue	:	(415) 441-4444		
RRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _o
	805 Brady Street		(563) 383-7000		
RWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	N _o
	1306 Broadway NE		(865) 637-6666		
WAIE-IV	Knoxville, IN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	<u>N</u>

Job Title of Vacancy: Producer	Producer	Recruitment Source That	
Date Vacancy Onened:	10/15/07	Referred the Hiree:	WLNS Website
Date Vacancy Opened: 10/15/07	10/15/07		
Date Vacancy Filled:	04/07/08	Total Number of Persons	
Date Vacancy Filled:	01/07/08	Interviewed for the	
		Vacancy:	2

No -	0	Post via Fax (518) 462-6065	Connie Scott	Albany, NY 12204	WTEN-TV
		(518) 436-4822		341 Northern BIVO	
No	0	Post via Fax (804) 330-8881	Regina Crockett	Richmond, VA 23236-3464	WRIC-TV
		(804) 330-8888		301 Arboretum Place	
N o	0	via Fax (615) 244-2117	Kathy McElroy	Nashville, TN 37210	WKRN-TV
		(615) 369-7222 Post		441 Murfreesboro Road	
No	0	Post via Fax (920) 432-7808	Peggy Wilcox	Green Bay, WI 54301	WBAY-TV
		(920) 432-3331		115 S. Jefferson Street	
Notification?	Vacancy	Telephone Number	Contact Person	Address	Recruitment Source
Request	Source for the				Name of
Source	Referred by the	*****			•
Did the	Interviewees				
	Total Number of				

Job Title of Vacancy: Assistant News Director	Assistant News Director	Recruitment Source That	
Date Vacancy Opened:	07/20/07	Referred the Hiree:	WLNS Website
Date Vacancy Opened: 07/20/07	07/20/07		
	00000	Total Number of Persons	
Date Vacancy Filled:	03/03/08	Interviewed for the	
		Vacancy:	ယ

				Total Number of Interviewees	Did the
Name of				Referred by the Source for the	Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	2820 E. Saginaw				
WLNS-TV (Internal Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282		N _o
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282	2	N _o
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	N 0
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	No
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	N 0
Cristo Rey Employment &	1717 N. High Street			1.00	
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy:	Assistant News Director	Recruitment Source That	
		Referred the Hiree:	WLNS Website
Date Vacancy Opened: 07/20/07	07/20/07		
		Total Number of Persons	
Date Vacancy Filled:	03/03/08	Interviewed for the	
		Vacancy:	3

	-			Interviewees	Did the
Name of				Referred by the Source for the	Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	Z o
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	N _o
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No.
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	N _o
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _o
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	N _o
	1306 Broadway NE		(865) 637-6666		
WAIE-IV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	<u>N</u>

Job Title of Vacancy:	Assistant News Director	Recruitment Source That	
		Referred the Hiree:	WLNS Website
Date Vacancy Opened: 07/20/07	07/20/07		
		Total Number of Persons	
Date Vacancy Filled:	03/03/08	Interviewed for the	
		Vacancy:	3

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No
	441 Murfreesboro Road		(615) 369-7222 Post		
WKRN-TV	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
	301 Arboretum Place		(804) 330-8888		
WRIC-TV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	N _O
	341 Northern Blvd		(518) 436-4822		
WTEN-TV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	No

Job Title of Vacancy:	Videographer	Recruitment Source That	
		Referred the Hiree:	Other (Word of Mouth)
Date Vacancy Opened: 07/23/07	07/23/07		
		Total Number of Persons	
Date Vacancy Filled:	03/17/08	Interviewed for the	
	The state of the s	Vacancy:	

				Total Number of Interviewees Referred by the	Did the Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	2820 E. Saginaw		and the second s		
WLNS-TV (Internal Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	No
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	8
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Videographer	Videographer	Recruitment Source That	
		Referred the Hiree:	Other (Word of Mouth)
Date Vacancy Opened: 07/23/07	07/23/07		
		Total Number of Persons	
Date Vacancy Filled:	03/17/08	Interviewed for the	
		Vacancy:	1

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
NAACP - Jackson County	Address P.O. Box 4074	Contact Person	Telephone Number	Vacancy	Notification?
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	Z o
	1801 W. Main Street	4			
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
:	:		(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	N _o
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	N _o
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	N _o
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _o
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	Z o
	1306 Broadway NE		(865) 637-6666		
WAIE-IV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No

Job Title of Vacancy: Videographer	Videographer	Recruitment Source That	
		Referred the Hiree:	Other (Word of Mouth)
Date Vacancy Opened: 07/23/07	07/23/07		
		Total Number of Persons	
Date Vacancy Filled:	03/17/08	Interviewed for the	
		Vacancy:	

No	_				Other (Word of Mouth)
No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

	Date Vacancy Filled: 04/28/08		Date Vacancy Opened: 10/15/07		Job Title of Vacancy: Producer
Vacancy:	Interv	Total		Refer	Recru
ncy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
2			*Internal Promotion	WLNS Internal Posting	

Michigan Works Service Center	Lansing Community College	Ingham County Women's Commission	Specs Howard School	Cristo Rey Employment & Training	National Association of Broadcasters	Women in Communications	National Press Photographers Association	WLNS-TV (Website Posting)	WLNS-TV (Internal Posting)	Name of Recruitment Source
209 E. Washington, Suite 100 Jackson, MI 49201	P.O. Box 40010 Lansing, MI 48901-7210	P.O. Box 319 Mason, MI 48854	19900 W. Nine Mile Road Southfield, MI 48075	1717 N. High Street Lansing, MI 48906	www.nab.org	P.O. Box 1288 Royal Oak, MI 48068	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	2820 E. Saginaw Lansing, MI 48912	2820 E. Saginaw Lansing, MI 48912	Address
Vanessa Bowser	Career and Employment Services	Becky Bennett	Andrea Stamps	John Diehl	Karen Hunter	Marcia Danner	Billy Suratt	Cindy Ward	Cindy Ward	Contact Person
(517) 841-5627	(517) 483-1173	(517) 676-7200	(248) 358-9000	(517) 372-4700	Phone: (202) 429-5300 Fax: (202) 429-3923	(248)737-5325 email: marcia@jacokes.com	(888) 297-9806 email: Billy@apexmedia.org	(517) 372-8282	(517) 372-8282	Telephone Number
0	0	0	0	0	0	0	0		<u>→</u>	Total Number of Interviewees Referred by the Source for the Vacancy
No	No	No	No	No	No	No	No	No	No	Did the Source Request Notification?

Job Title of Vacancy:	Producer	Recruitment Source That	
		Referred the Hiree:	WLNS Internal Posting
Date Vacancy Opened: 10/15/07	10/15/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	04/28/08	Interviewed for the	
		Vacancy:	2

				Total Number of	
	-			Interviewees	Did the
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		***
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
	1306 Broadway NE		(865) 637-6666		
WATE-TV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No

Job Title of Vacancy:	Producer	Recruitment Source That	
,		Referred the Hiree:	WLNS Internal Posting
Date Vacancy Opened: 10/15/07	10/15/07		*Internal Promotion
		Total Number of Persons	
Date Vacancy Filled:	04/28/08	Interviewed for the	
		Vacancy:	2

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No
	441 Murfreesboro Road		(615) 369-7222 Post		
WKRN-TV	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
And the state of t	301 Arboretum Place		(804) 330-8888		
WRIC-TV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	No
	341 Northern Blvd		(518) 436-4822		
WTEN-TV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	No
VV - □ V - V	ribaily, ivi iccor	Colling Cook	1 Ost Aid (dv (0 10) ±05 0000		

Job Title of Vacancy: Sales Assistant	Sales Assistant	Recruitment Source That	
Date Vacancy Opened:	11/2/07	Referred the Hiree:	WLNS Website
Date Vacancy Opened: 11/2/07	11/2/07		
	614000	Total Number of Persons	
Date Vacancy Filled:	5/19/08	Interviewed for the	
		Vacancy:	4

				Total Number of Interviewees	Did the
Name of	•			Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	2820 E. Saginaw				
WLNS-TV (Internal Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	N 0
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Cindy Ward	(517) 372-8282		Z o
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: marcia@jacokes.com	0	N _o
National Association of			Phone: (202) 429-5300		
Broadcasters	www.nab.org	Karen Hunter	Fax: (202) 429-3923	0	Z _o
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	Z o
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	N 0
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	2	N O
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

Job Title of Vacancy: Sales Assistant	Sales Assistant	Recruitment Source That	
		Referred the Hiree:	WLNS Website
Date Vacancy Opened: 11/2/07	11/2/07		
Date Vacancy Filled:	5/10/08	Total Number of Persons	
Date vacalicy rilled:	מושוטס	Interviewed for the Vacancy:	4

				Total Number of Interviewees	Did the
				Referred by the	Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No O
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	8
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	N _o
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No.
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	N _o
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _O
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	N _O
	1306 Broadway NE		(865) 637-6666		
WAIE-IV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No
WATE-TV	Knoxville, TN 37901	Teresa Sylvia		(865) 637-6666 Post via Fax (865) 525-4091	

Job Title of Vacancy: Sales Assistant	Sales Assistant	Recruitment Source That	
Date Vacancy Opened: 11/2/07	11/2/07	Referred the Hiree:	WLNS Website
Date Vacancy Filled:	5/19/08	Total Number of Persons Interviewed for the	
		Vacancy:	4

No	_				Other(Current Employee Referral)
N _o	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	Nashville, TN 37210	WKRN-TV
N _o	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	Green Bay, WI 54301	WBAY-TV
Notification?	Vacancy	Telephone Number	Contact Person	Address	Recruitment Source
Did the Source	Total Number of Interviewees Referred by the				Name of